

Reservation period
April 28 to May 12



TECHNIP
ENERGIES

ESOP

2026

A graphic for the ESOP 2026 logo, showing a white outline of a hand holding a globe, positioned between the letters 'S' and 'P'.

Employee Capital Increase

For more information, visit esop.apps.ten.com



ESOP 2026 in brief

ESOP 2026 offers you the opportunity to purchase shares in Technip Energies in the context of a share capital increase reserved for employees.

There are two investment offers available to you to participate in ESOP 2026:

- ESOP Leverage
- ESOP Classic

You can invest in just one of the offers or split your personal contribution between both by choosing the offer or offers that best suit you.

	ESOP Leverage ¹	ESOP Classic ²
Guaranteed return on your initial investment	4% per year guaranteed through the SAR ³	N/A
Protected initial investment in euros	Personal contribution protected in euros through the SAR ⁴	Risk of capital loss
Multiple of the average share price increase	9.2 through the SAR	N/A
Matching contribution	No	Matching contribution of 100% of the personal contribution up to a maximum of €500 ⁵
Share subscription price	Reference price minus a 20% discount	Reference price minus a 20% discount
Benefit of the discount in the calculation of the gain	Yes Potential gain calculated based on the subscription price (discounted) Additionally, you benefit from a pay-out of the SAR calculated based on the reference price (not discounted)	Yes Potential gain calculated based on the subscription price (discounted)
Dividend income	Yes ⁴	Yes
Lock-up period	5 years	5 years

ESOP 2026 is proposed within the framework of Technip Energies Group International Employee Savings Plan (Plan d'Epargne Groupe International or «PEGI») and is subject to terms and conditions provided for in the PEGI.

¹ In this offer, you subscribe Technip Energies shares directly and you benefit from the grant of Stock Appreciation Rights (SAR) which would result in additional payments.

² In this offer, you subscribe Technip Energies shares directly.

³ The guaranteed minimum return of 4% per annum is calculated on your personal contribution, in euros.

⁴ Before taxes and except in certain exceptional cases of termination or adjustment listed in the SAR Notice.

⁵ Or its equivalent in local currency at the exchange rate set by Technip Energies on June 16, 2026. The matching contribution may be subject to taxes and social security charges. Please refer to the Country Supplement for more details, available at <https://esop.apps.ten.com>.

What is the subscription price per share?

The subscription price per share is not known at the time of your reservation.

You invest an amount in euro. The number of FCPE units you hold will be determined by the subscription price per share. The price is expected to be set on 16 June 2026. After that date, you may cancel your entire reservation per offer during the subscription/cancellation period provided for this purpose. Any cancellation will be considered final and will foreclose any further subscription to this offer.

The subscription price per share is equal to the reference price minus a 20% discount.

The reference price will be equal to the arithmetic mean of the volume-weighted average price of Technip Energies shares traded on the Euronext Paris market, recorded each day during the 20 trading sessions preceding the date on which the subscription price is set (i.e. from 19 May to 15 June 2026).

Advantageous taxation in the context of the PEG

Your participation is within the framework of the Technip Energies Plan d'Épargne Groupe (PEG or group savings plan). You therefore benefit from the following tax advantages (as at the date of the brochure):

- **Upon subscription:** the discount is exempt from tax and social security contributions. The matching contribution is exempt from tax but subject to the Contribution Sociale Généralisée — CSG (general social contributions) / Contribution au Remboursement de la Dette Sociale — CRDS (contributions for the reimbursement of the social debt) ,
- **during the holding period:** no taxation on dividends reinvested in the FCPE,
- **when leaving the plan (including in the event of early release):** any earnings you make, including any dividends reinvested during the holding period, are exempt from income tax and are only subject to social security deductions .

The FCPE employee shareholding fund

By participating in ESOP 2026, employees will hold, after completion of the capital increase, units in the sub-funds of the “T.EN Shares France” FCPE invested in Technip Energies shares.

The “T.EN Shares France” FCPE has a Supervisory Board made up of members representing unitholders and members representing Technip Energies Group entities. The members representing the unitholders were elected in 2023 from among the employee unitholders of the “T.EN Shares France” FCPE. Each sub-fund is represented within the FCPE’s Supervisory Board:

The Supervisory Board shall exercise the voting rights attached to the Technip Energies N.V. shares in the FCPE’s assets; in the event of a proven liquidity shortfall in the loan facility (as described in the FCPE regulations), the Supervisory Board will not exercise the voting rights attached to part of the shares in the FCPE’s assets.



A 5-year lock-in period

In return for the benefits granted, your investment is locked in for 5 years, i.e. until 30 July 2031. However, there are currently 13 cases of early release provided for by law (as at the date of the brochure), listed in the PEG regulations available at <https://esop.apps.ten.com>. Only in these cases will you be able to recover your assets before their availability date without loss of the tax and social security benefits stipulated above.

⁵ La CSG et la CRDS dues sur l'abondement seront prélevées par votre employeur au taux de 9,7 % (en janvier 2026) sur le montant brut de l'abondement). Ainsi, l'abondement investi dans l'offre sera l'abondement net de CSG/CRDS.

⁶ Au taux qui sera en vigueur au moment de la sortie des avoirs du PEG (après l'échéance ou avant en cas de sortie anticipée). À titre informatif, ce taux est de 18,6 % (en janvier 2026).

ESOP Leverage

By participating in ESOP Leverage, you benefit from:

- **The guarantee of your personal contribution**

At maturity or in the event of early release, are guaranteed to recover 100% of your personal contribution.

- **A minimum guaranteed return of 4% per year on your personal contribution**

Regardless of the performance of the Technip Energies share price, you are guaranteed a capitalised return of 4% per year on your personal contribution during the lock-in period.

- **Or a gain higher than the minimum guaranteed return, if the performance of the Technip Energies share price is favourable**

If the performance of the Technip Energies share price compared with the Reference Price is favourable, you will receive a gain equal to 9.2 times the protected average increase of the Technip Energies share price..

If it is higher, this gain will be paid to you instead of the minimum 4% return per year. supérieur.

What are the conditions of de ESOP Leverage ?

IN RETURN FOR THE GUARANTEE, AND THE MINIMUM GUARANTEED RETURN OR MULTIPLE, AS THE CASE MAY BE, YOU WAIVE:

- **any dividends;**
- **the benefit of the 20% discount** when calculating the potential performance of the share: in practice, the FCPE will subscribe for Technip Energies shares at a discounted price, but your gain at the end of the lock-up period, or in the event of early release, will be calculated based on the non-discounted reference price, not on the discounted subscription price per share. Therefore, you will not benefit from the discount when calculating the share's potential performance;
- **a portion of the potential increase in the Technip Energies share price** upon maturity or in the event of early

release: performance is calculated based on the protected average increase in the Technip Energies share price during the lock-in period, and not on the share price upon maturity or in the event of early release.

Your investment is locked in for 5 years, i.e. until 30 July 2031, unless it is released early.

In addition, the management fees for your assets in the "T.EN Leverage France 2026" sub-fund of the "T.EN Shares France" FCPE will be deducted from your assets, within the limits specified in the regulations of the "T.EN Shares France" FCPE, without however affecting the guarantee of the amount of your personal contribution plus the capitalised return.

How does it work?

- **On the date of the capital increase (30 July 2026):** un nombre de parts de FCPE vous sera attribué en fonction o you will be allocated a number of FCPE units based on your personal contribution and the subscription price per share.
- From this date, the closing price of the Technip Energies share will be recorded at the end of each month until the end of the 5-year lock-up period, i.e. 60 records. These 60 records determine an average Technip Energies share price over the 5-year period.
- If, of these 60 records, some readings are lower than the Reference Price, then these records will not be taken into account and will be replaced by the Reference Price when calculating the average. This average is, therefore, said to be «protected».

- This average will then be compared with the reference price in order to obtain the protected average increase of the Technip Energies share over the period.

- **At the end of the 5-year lock-in period, or in the event of early release, you will receive the greater of:**

- your personal contribution + the protected average increase x 9.2 x the number of units subscribed

and

- your personal contribution plus the capitalised minimum guaranteed return of 4% per year

minimum garanti de 4 % par an capitalisé.

⁷ L'investissement initial est garanti sauf dans certains cas exceptionnels de résiliation de l'opération d'échange entre le compartiment et la banque structuratrice de l'opération, tels que décrits dans le règlement du FCPE « T.EN Shares France » en ce qui concerne son compartiment « T.EN Leverage France 2026 ».

⁸ Cf. définition page 9.

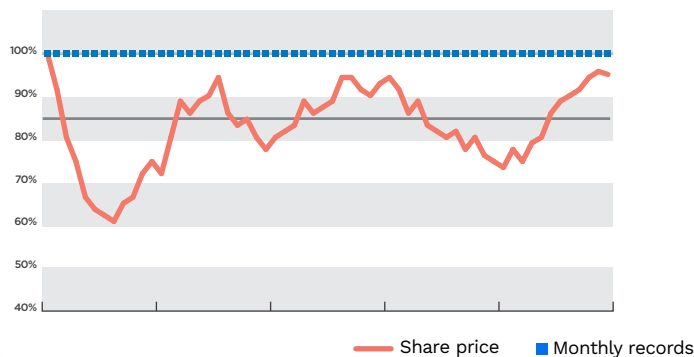


How are the protected average increase and the gain calculated?

Protected average increase = average of the 60 records - Reference Price
Upon maturity, there are several possible situations, including the following two:

Scenario 1

If the recorded prices of Technip Energies' share are lower than the reference price for the entire duration of the plan

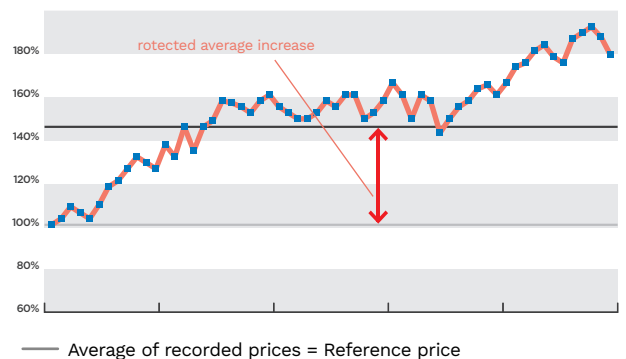


the protected average increase is zero:

your gain = return of 4% per year capitalized on your personal contribution

Scenario 2

If some or all of the recorded prices of Technip Energies' share are higher than the reference price during the lock-up period



the protected average increase is positive:

your gain = the greater of:
9.2 x the protected average increase x the number of units subscribed
and
4% per year capitalised on the amount of your personal contribution



A simulator is available at <https://esop.apps.ten.com>

What happens at the end of the lock-up period?

At the end of the 5-year lock-in period, you will no longer benefit from the guarantee previously described. No later than 2 months before the expiry date, you will be asked to choose between:

- request a partial or total refund of your assets,
- transfer your assets to other Technip Energies PEG FCPEs.

The corresponding assets will then be allocated in accordance with your selection. They will no longer benefit from the ESOP

Leverage guarantee. The assets remaining in the "T.EN Leverage France 2026" sub-fund, which have not been the subject of a request for reimbursement or reinvestment, will then be transferred by default to the "T.EN Classic France" sub-fund of the "T.EN Shares France" FCPE or any other FCPE⁹ designated by the Supervisory Board and after approval by the Autorité des Marchés Financiers (AMF or French financial markets authority).

⁹ Le FCPE « T.EN Shares » est un FCPE essentiellement investi en actions Technip Energies. En conséquence, il est recommandé aux souscripteurs d'évaluer la nécessité de diversifier leur épargne. Vous avez la possibilité d'investir dans d'autres FCPE « diversifiés » au sein du PEG de Technip Energies : AMUNDI 3 MOIS ESR - A, AMUNDI LABEL EQUILIBRE ESR - F, AMUNDI LABEL DYNAMIQUE ESR - F, AMUNDI ACTIONS INTERNATIONALES ESR - F, AMUNDI PROTECT 90 ESR - F, AMUNDI LABEL HARMONIE SOLIDAIRE ESR - F.

ESOP Classic

By participating in ESOP Classic, you benefit from:

- **A 20% discount on shares subscribed**

The 20% discount on the reference price enables you to increase your gains or reduce your potential losses depending on the evolution of the share price.

- **A matching contribution of up to EUR 500**

Your employer supplements your personal contribution with a matching contribution equal to 100% of your personal contribution, up to EUR 500 (gross).

The matching contribution is subject to the CSG/CRDS at the current rate ([9.7%] in [November 2025]) which will be deducted upon payment.

For example

Your personal contribution	Gross matching contribution	Net matching contribution	Your total investment in the Plan
EURO 100	100% x EURO 100 = EURO 100	EURO 100 x (100% - 9,7%) = EURO 90,30	EURO 190,30
EURO 250	100% x EURO 200 = EURO 200	EURO 200 x (100% - 9,7 %) = EURO 180,60	EURO 380,60
EURO 500	100% x EURO 500 = EURO 500	EURO 500 x (100% - 9,7 %) = EURO 451,50	EURO 951,50
EURO 600	100% x EURO 500 = EURO 500	EURO 500 x (100 % - 9,7 %) = EURO 451,50	EURO 1 051,50

In order to receive the maximum matching contribution, you must invest at least EUR 500 in the ESOP CLASSIC offer. Above a EUR 500 personal contribution, the matching contribution remains capped at EUR 500 gross, or EUR 451.50 net.

Your personal contribution plus the net matching contribution is your initial investment in the ESOP Classic offer.

- **Any dividends**

Any dividends and income attached to each share will be reinvested in the «T.EN Classic France» sub-fund of the «T.EN Shares France “ FCPE, and will thus increase the value of your shares.

- **Any potential gain**

Any potential gain corresponds to the sale price of your shares valued according to the Technip Energies share price less the amount of your initial investment.

Your potential gain also takes into account any dividends that will be automatically reinvested in the FCPE by increasing the value of the unit.

* Or its equivalent in local currency at the exchange rate set by Technip Energies on June 16, 2026. The matching contribution may be subject to taxes and social security charges in your country. Please refer to the Country Supplement for more details, available at <https://esop.apps.ten.com>.



What are the conditions for ESOP Classic?

Your investment mirrors the share price, which may increase or decrease. Your investment therefore carries a risk of capital loss..

Depending on the Technip Energies share price at the time of repayment, the value of your assets may be less than your personal contribution.

In light of the risk concentration of the “T.EN Shares France Classic” sub-fund of the “T.EN Shares France” FCPE in the securities of a single company, each subscriber should assess the need to diversify the risks of all their financial savings.

Your investment is locked in for 5 years, i.e. until 30 July 2031, unless it is released early.

In addition, the management fees for your assets in the “T.EN Classic France” sub-fund of the “T.EN Shares France” FCPE will be deducted from your assets, within the limits specified in the regulations of the “T.EN Shares France” FCPE.

What happens to your investment at the end of the lock-in period?

At the end of the 5-year lock-in period, you can choose to either:

- keep your assets in the «T.EN Classic France» sub-fund of the «T.EN Shares France» FCPE,
- request a partial or total refund of your assets,
- transfer your assets to other Technip Energies PEG FCPEs.

ESOP 2026

Terms and conditions

Who can participate?

All employees who have an employment contract on the last day of the subscription/cancellation period, i.e. 23 June 2026, in a company included in the scope of the ESOP 2026 offer and a member of the Technip Energies PEG (group savings plan), and who have worked for the Technip Energies Group for at least three months, continuously or discontinuously, between 1st January 2025 and 23 June 2026.

All retirees of companies participating in the Technip Energies PEG who still have assets in the PEG on the last day of the subscription/cancellation period, i.e. 23 June 2026. Retirees do not benefit from the matching contribution.





What are the payment methods?

Several payment methods are available. You can combine the payment methods below:

- **Through voluntary payment:**

- in cash through a direct debit from your bank account
- in six (6) monthly instalments through a deduction from your salary.

- By allocating, solely during the reservation period (from 28 April to 12 May 2026), all or part of your incentive and/or profit-sharing sums. Prior to the capital increase, the profit-sharing and incentive amounts will be paid into the “T.EN Relais France 2026” FCPE, which will be invested on a conservative basis until the capital increase.

- Once the subscription price has been announced, you will have the opportunity to withdraw from the offer during the subscription/cancellation period. Please note that, in this context, the incentive and profit-sharing amounts subject to cancellation will be automatically invested in the “AMUNDI 3 MOIS ESR-A” FCPE. You can then transfer your assets to another FCPE of the PEG. These assets will remain frozen until the end of the lock-in period provided for in the plan, except in the event of early release.
- If you did not take part in the offer during the reservation period (and only in this case), you can still do so during the subscription/cancellation period, but only by making a voluntary payment. The amount of your investment will be reduced (see below). The allocation of incentive and/or profit-sharing sums to the “T.EN. Relais France 2026” FCPE constitutes a reservation and your subscription cannot be completed during the subscription/cancellation period.

How much can you invest?

You are free to choose the amount that you wish to invest in ESOP 2026, within the following limits:

- **No minimum investment.**

- **Maximum:**

Your total payments into all savings plans (except collective company pension plans) during 2026 must not exceed 25% of your gross annual salary in 2026 (including bonuses, premiums etc.). The incentive and profit-sharing amounts allocated to the plan are not taken into account for this calculation.

If you participate in the ESOP Leverage offer, the bank supplement paid into this offer (equal to 9 times the amount of your personal contribution) is included in the calculation of this limit.

However, the matching contribution paid by your employer under ESOP Classic is not taken into account. If you have not made a reservation and wish to participate during the subscription/cancellation period, your investment in the offer during this period is limited to 2.5% of your 2026 gross annual salary, calculated in the same way as above.

How is the investment limit calculated?

	offer ESOP Leverage		Leverage ESOP Classic
Direct debit and/or salary deduction	10 times the amount of the personal contribution	+	1 time the amount of the personal contribution
Incentive/ Profit-sharing	+ 9 times the amount of the incentive and/or Profit-sharing	+	+ 0*
Net matching contribution	N/A	+	+ 0*
= Total of your payments into ESOP 2026			
All of your payments into the Technip Energies PEG and into any other employee savings plan (except for collective company pension plans) in 2026			
≤ 25 % of your 2026 gross annual salary			

* 0 = amounts paid are not taken into account when calculating the 25% ceiling of your gross annual salary.



To check that your personal contribution to ESOP 2026 does not exceed the authorised limit, a simulation tool is available at <https://esop.apps.ten.com>



What happens if the demand exceeds the number of shares offered?

The ESOP 2026 offer relates to a maximum number of shares corresponding with 1.5% of Technip Energies' share capital, within the limit of a total subscription amount of EUR 55 million (the "Limit").

If the total amount of subscription requests exceeds the Limit, a reduction will be made as follows:

- An "average subscription" will be calculated by dividing the Limit by the number of subscription requests received;
- All requests for an amount less than or equal to this "average subscription" shall be met in full; and
- All requests for an amount greater than the "average subscription" shall be met in full up to the "average subscription" and supplemented proportionally by the remainder of the employee's request depending on the sum of the amounts remaining to be met to reach the Limit, it being understood that in the event of subscription to the ESOP Classic offer and the ESOP Leverage offer, the reduction will apply in priority to the request for subscription to the ESOP Leverage offer.

In the event of a combination of payment methods, the reduction will be applied in priority

- 1 - to the amount paid by direct debit from your bank account, then
- 2 - to the amount paid by payroll deduction, then
- 3 - to the incentive amount allocated to the offer, and finally
- 4 - to the profit-sharing amount allocated to the offer.



Payments will only be made once any reduction has been applied, based on the final reduced amounts. If the reduction relates to the incentive and/or profit-sharing payment allocated to the offer, the reduced portion will be transferred to the "AMUNDI 3 MOIS ESR-A" FCPE. These assets will remain invested in the PEG until the end of the lock-up period and I may transfer them to the vehicle of my choice, under the conditions provided for by the PEG regulations.



How can you participate?

You can participate in just a few clicks:

- 1 **Log in to**
<https://esop.apps.ten.com>
- 2 **Click on**
the "Participate in ESOP 2026" button.
- 3 **Confirm your identity**
using the instructions sent by e-mail or by post.
- 4 **Read and accept the terms and conditions** for participating in ESOP 2026.
- 5 **Fill in the reservation screen.**
- 6 **Confirm** your reservation.
- 7 **Download**
the PDF summary of your subscription.

ESOP 2026 calendar

1

Reservation period

from April 28 to May 12, 2026 inclusive

You can make your reservation at an unknown price at

<https://esop.apps.ten.com>.

2

Determination of the reference and subscription price of Technip Energies shares:

on June 16, 2026

The subscription price per share will be communicated to you on the website

<https://esop.apps.ten.com>.

3

Subscription/cancellation period:

19 to 23 June 2026

If you have made a reservation:

- You may cancel your reservation in either one or both of the offers online at <https://esop.apps.ten.com>. Partial cancellations within the same offer are not allowed. In the event of cancellation, the incentive and profit-sharing amounts allocated to the offer will be transferred to the «AMUNDI 3 MOIS ESR-A» FCPE (with the option of subsequently transferring them to another FCPE of the PEG). They will remain frozen until the end of the lock-in period provided for in the plan, except in the event of early release. At the end of this reservation period, and as long as there has not been any cancellation, your reservation shall be considered to be a final and irrevocable subscription.
- You will not be able to subscribe during the subscription/cancellation period if you have previously made a reservation, regardless of the financing method, even if you have requested that it be cancelled.

If you haven't made a reservation:

- You can subscribe in one or both offers of ESOP 2026.

4

Completion of the transaction

July 30, 2026

In the weeks following implementation of the transaction, Amundi ESR, the Technip Energies PEG account holder, will send you a confirmation of your investment including the number of your units in each sub-fund of the "T.EN Shares France" FCPE corresponding with each offer in which you have invested.

The dates relating to the price-fixing, subscription/cancellation period, and implementation of the transaction set out in this document are indicative and subject to change.



**Your
ESOP 2026
contacts**

Your ESOP/HR
Correspondent



Dedicated email
esop@ten.com



Caution!

During this period, if you haven't made a reservation, you will not be able to invest more than 2.5% of your 2026 gross annual salary, calculated in the same way as described above.

Technip Energies periodically publishes documents containing important information about its business, strategy, risk factors inherent to the company and its business, and its financial results. You are invited to read the documents made available by Technip Energies on its website (www.ten.com – “Investors” section).

Warnings:

This document is not intended for use by residents of the United States of America and «U.S. Persons», as this term is defined by “Regulation S” of the Securities and Exchange Commission under the U.S. Securities Act of 1933 and stipulated on the website: www.amundi.com (“Legal Notice” section) of the Company managing the financial products described therein.

Pursuant to the provisions of Regulation (EU) no. 833/2014 and Regulation (EU) no. 765/2006, as amended, this offer is not open to Russian nationals and natural persons residing in Russia, or Belarusian nationals and natural persons residing in Belarus, except (i) for Russian nationals, if they are nationals of a Member State of the European Union, a member country of the European Economic Area or Switzerland, or natural persons in possession of a temporary or permanent residence permit in a Member State of the European Union, in a member country of the European Economic Area or in Switzerland and (ii) for Belarusian nationals, if they are nationals of a Member State of the European Union or natural persons in possession of a temporary or permanent residence permit in a Member State of the European Union.